

Volume 2, No. 6

ELECTRONIC SPECIALTY CO., ELECTRONICS DIV., PORTLAND, ORE.

JUNE, 1965

GIRLS SOFTBALL TEAM STARTED

"TAKE ME OUT TO THE BALL GAME"

It all started at the bowling banquet last month when Fred "Frenchie" Fountaine speaking for the Portland Division's softball team challenged Phil Gustlin to a play - off against any team we could muster. Phil turned to Walt Justice for help and he did muster. He came up with a new all girls softball team comprised of an ex-pro and some real hep gals when it comes to softball.

The following girls have volunteered: Betty Stevens, organizer, Wanita Fogel, Jo Ann Hanson, Charlotte Meyers, Irene Green, Barbara Robertson, Annie Newharth, Rose Kailer, Dorothy Martin, Judy Tickmor, Bev. Vernwald, Jenny Brown, Virginia Manning, Gertie Blake, Georgia Knox, and Janice M. Turner. Dorothy Martin pitched pro back East for 2 yrs. and taught for 5 years. Do ya think she'll be able to fan some of those guys out?

Their first practice was May 21, Friday night, at the Rose City Park. A bulletin will be posted by Walt as soon as their coming games are scheduled.

Blood Needed for ES Blood Bank

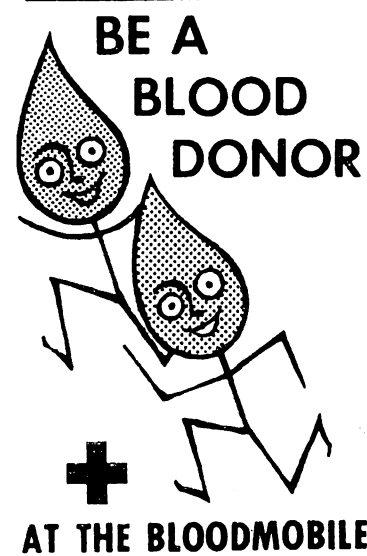
The Red Cross Bloodmobile unit will visit our Electronics Division on Friday, June 18, 1965, between the hours of 1 P.M. and 5 P.M., in the Blue Conference Room.

Plan to be a "giver". During the last visit of the bloodmobile unit, on June 4, 1963, seventy-three pints of blood were given to the bank. Nellie Zimmerman, holds the record in our Division for giving blood. Nellie has given over three gallons and she is a member of the "Three Gallon Club". We also have several employees who are members of the "Gallon Club".

Every employee of Electronic Specialty Company is automatically covered by the blood program and also any member of their immediate family is eligible to receive blood free of charge (for the blood itself) through the Red Cross.

Research lies behind all the contributions of the blood program and has become an integral part of it. Work is currently being done at the Red Cross Research Laboratories in New York, Los Angeles and Washington D.C., in the long - term preservation of whole blood - the identification of new useful blood factors,

and the use of automated blood-typing equipment. Blood that is not used for transfusions is processed into clinically valuable blood fractions (gamma globulin, serum albumin, fibrinogen, and vaccinia immune globulin).



PICNIC PLANS INCLUDE A NEW SURPRISE

Softball Team Challenged to Exhibition Game Aug. 7

The new contract for 1965 for the Electronics Division Employee Picnic at the Oaks Amusement Park has been signed.

On August 7, 1965, the employees of the Electronics Division will hold their annual picnic with fun planned for all. Yes, we will have free rides again for four hours for all children of employees up thru high school. Adults will again have the privilege of purchasing four hours of rides for only seventy-five cents, what a bargain!

Games are being planned for all ages, along with FREE cotton candy, popcorn, hot dogs, coffee and pop. Dinner will be served again by a catering service.

Door prizes will be selected so that 10 % of all employees will receive a prize. Pictures and descriptions of door prizes will appear in the July issue of The Palmist.

Committee Named

Employees who have volunteered to serve on committees to date are; Bob Parks, Art Sohlke, Ilomay Van Orsow, Bob McDonald, Sam Mitola, Eulah Swisher, Jerry Louie and Donna Conlon.

Plan to be at the picnic on August 7, 1965!!!

When the girl's softball team was being organized, some of our more mature girls were sneered at. So, to follow the Zero Defects program, a second string team was soon put together. This team is to be known as the "Fair, Fat and Forties", but don't let the name fool you.

We are hereby challenging the first team to an exhibition game during our picnic at the Oaks. The captain may contact Emma Petty (our captain and water girl) and make arrangements as to time and conditions. A fair warning, the first team has a fight on its hands.

A Prayer—

Lord, thou knowest better than I myself that I am growing older and will some day be old. Keep me from the fatal habit of thinking I must say something on every subject and on every occasion. Release me from craving to straighten out everybody's affairs. Make me thoughtful but not moody, helpful but not bossy. With my vast store of wisdom, it seems a pity not to use it all, but Thou knowest, Lord, that I want a few friends at the end.

Keep my mind free from the recital of endless details; give me wings to get to the point. Seal my lips on my aches and pains. They are increasing and love of rehearsing them is becoming sweeter as the years go by. I dare not ask for grace enough to enjoy the tales of others' pains but help me to endure them with patience.

I dare not ask for improved memory but for a growing humility and a lessening cocksureness when my memory seems to clash with the memories of others. Teach me the glorious lesson that occasionally I may be mistaken.

Keep me reasonably sweet; I do not want to be a Saint — some of them are so hard to live with — but a sour old person is one of the crowning works of the devil. Give me the ability to see good things in unexpected places and talents in unexpected people. And give me, Lord, the grace to tell them so. Amen

Author Unknown

★ ★ ★

AUTOMATION: Man's effort to make work so easy that women can do it all.

★ ★ ★

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ELECTRONIC SPECIALTY CO.
Electronics Division
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Edited by
BOB CUMMINGS

Staff and Department Representatives:

Lilly Harper	Bill Nakamura
Joe Morrow	Jackie Petty
Honora Dallas	Walt Justice
Ruth Arndt	John Nielsen
Jack Rothweiler	Al Gotcher
Illomay VanOrsow	Donna Conlon
Phil Gustlin	Carl Watts

And many welcome contributors

Personal, To Personnel

JUNE BIRTHDAYS

Bill Gavin	June 1
Harold Kenney	June 1
Beverly Vernwald	June 1
Norma Tucker	June 3
Silvano Hansen	June 4
Sam Mitola	June 5
Robert Warner	June 5
June Kiersey	June 6
Katherine Sprague	June 6
John Foster	June 8
Robert Rowning, Sr.	June 8
George Schroth	June 8
Dave Vanasen	June 8
Donna Johnson	June 11
Arthur LeBlanc	June 11
Perdita Smith	June 12
Ed Crask	June 15
Frank Hopper	June 15
George Schaffer	June 17
Bernadine Wittmayer	June 17
Dave Rolfe	June 20
Orie Shirley	June 20
Irma Steele	June 20
Gladys Randolph	June 21
Joyce Wirthlin	June 22
Erna Wolfe	June 22
James Landles	June 26
Jean Mahoney	June 26
Jack Wright	June 26
Betty Lamb	June 27
Delbert Turner	June 27
Ada Anderson	June 28
Jeannette Kellar	June 28
Mary Grubestic	June 29
Betty Dugan	June 30
Madge Morgan	June 30
Gladys Yann	June 30

June is known as the month for weddings, but May wedding bells rang for Marie Bogar-Richard Martien Annie Wooley-Leo Neuharth Sue-Ann Braun-Jim Wilson

Marie, Annie and Sue-Ann are all assembly area employees at ES. Congratulations!

Also, Frank Gregory acquired a new wife, Irma, this month.

Anne Reddon has tied the record with Clair Nelson - she too, had two grandchildren born the same day. (No twins).

We all extend our sympathy to Jean Mahoney, Coil Winding Department, whose husband passed away May 5.

New Employees Learn About 'ZD'

Newly hired Employees are being indoctrinated in the importance of the "Zero Defects" program as part of their introductory tour of the division on the day they start work.



New employees (from left to right: Leona Sparks, Inez Jones and Marilyn Smith) are given an opportunity to view a portion of the "Zero Defects" program in action during their plant tour on their first working day.

Walt Justice, Personnel Manager, explains to the new employees the tremendous cost of MISTAKES which are displayed in the Zero Defects Cabinet. The cabinet is located in the aisle by the cafeteria entrance. Our mistakes "stare us in the face", explains Walt, and our goal is "Zero Defects" and the opportunity to channel this wasted money into a more profitable use for the Division and its employees.

Considerable progress has been accomplished since the program was initiated and we are looking forward to the time when we will have an empty cabinet staring us in the face, telling us that we have reached our goal.

Soon to be added to the scrap report will be a report on rework, because "Right The First Time!" means without rework as well as without scrap.

Gertrude Lewis, Esther Peters, Ladena Gollighugh, Erna Wolfe, Shirley Ray are out on sick leave. We are glad to see Hal Flint and Virginia Matson back with us.

Wedding Bells and Baby Showers will be in store for two of our gals in Sept.

Linda Bailey thinks its terribly warm wearing her new engagement ring. Donna Wornack is displaying her new wardrobe which announces there will be an addition to her home.

From My Desk . . .



**Vacation
Time —
Enjoy
Yourself**

Now that the vacation season is here I want to wish all of you a happy, carefree and completely satisfactory vacation. This time away from the job is something we all look forward to, and we have no intention of worrying about the problems of the job while we are gone.

This was more easily accomplished in the past when we suspended plant operations and everybody took off at the same time. But because we are scheduling vacations this season it means that all departments will be operating short handed, and such a situation can create problems. So to each of us falls the responsibility of doing our own job a little faster and a little more thoroughly so that we leave no loose ends and snarled details to greet the returning vacationer and add to his task. Only then do we have the right to expect him to do the same for us so we can enjoy our vacations.

Cooperation of this kind is a heart-warming thing, and can be accomplished only by the caliber of people we have here in the Electronics Division who are continually demonstrating a loyalty to each other and to the Division. I am proud of the fact that many visitors have commented on the spirit of teamwork so evident throughout the plant.

So have a good time and don't worry. We will "hold the fort" for you, because we know we can depend on you when our turn comes.

P.S.

While you are planning that vacation, don't forget our big picnic on August 7. Plan your vacations so that you can also attend this outstanding event of the summer season.

Phil Gustlin

FIRST 'ZD' SCORE

Proof that Zero Defects is not impractical, but can be an accomplished fact, is the following letter from Sperry Utah Company:

SPERRY UTAH COMPANY
Division of Sperry Rand Corporation
322 North 21st West
Salt Lake City, Utah 84116
May 20, 1965

Electronic Specialty Company
Electronics Division/Portland
18900 N. E. Sandy Boulevard
Portland, Oregon 97220

Attention: Mr. Phil Gustlin

Gentlemen:

On behalf of myself and Sperry Utah Company, I would like to thank you and Electronic Specialty for the fine manner in which you have handled Sperry purchase order 141677.

As you are well aware, Sperry Engineering encountered many technical problems on the Actuator Rings and Segments. The manner in which your company helped us overcome these problems and incorporated our many engineering changes is to be highly commended. For your information, there has not been a single segment or ring rejected since your incorporation of our engineering changes. Electronic Specialty's quality rating is 100 percent and reject rating is zero. Your timely deliveries of the modified rings and segments have enabled Sperry to overcome their internal problems caused by the lack of usable parts and placed us on contractual schedule.

It is not often we have the opportunity to write a letter like this, but under circumstances it is more than justified. The effort you and your people have put forth is very much appreciated. A special thanks should go to Dan Yoder and Bob Parks. Their efforts on this have been most outstanding.

Very truly yours,
SPERRY UTAH COMPANY
Division of Sperry Rand Corporation
D. J. Ostler
Buyer

Original signed by
F. W. Henion
F. W. Henion
Purchasing Manager

Recognition should also be accorded to Bruce Thierman, our Engineer on the project, who recognized the problems early. Nevertheless, he was confident that we could meet the specifications if we insisted on extra effort all the way. The results speak for themselves.

Cost Reduction Ideas From Gyro Machine

Practical Steps to Zero Defects

by Carl Watts

Two alert machinists in the Gyro Machine Department, Henry Buck and Frank Hagele, caught the message in our campaign to reduce production costs, and each has devised a method to make a tough job easier.

All gimbals for all the gyroscopes we manufacture here have a .002 tolerance from the bearing shoulders to the center line of the gimbal. Because of very slight variances in previous operations we have always found it necessary to load the part in the machine, rough grind it, remove it from the machine, check the part in a special fixture, load the part again and finish grind it. This sequence had to be followed twice for each gimbal.

Henry Buck has developed a better way. He designed a fixture with a spring loaded center and fixed locating pins. This overcomes the slight variances between individual gimbals and locates the gimbal center line in exactly the same place every time, so that we are now able to load the gimbal in the machine and grind it right to size the first time. With his "Right Kind Of Thinking" he has made it possible to machine parts better and faster with less cost. Our hats are off to him.

Frank Hagele was faced with a difficult lathe job; that of finishing the shoulder on a relay pole piece to a close tolerance length dimension. The variance in shank diameters allowed the collet to pull one piece further than the next, thereby making it necessary to measure each piece twice during the cutting operation.

Frank devised an adapter for the collet which incorporated a face plate against which the shoulder of the pole piece stopped when pulled inward by the collet. With such a fixed and dependable reference plane, he could then hold the two-thousandths of an inch tolerance through the setting of the machine stops and the use of a dial indicator.

Besides reducing rejects by making each piece "Right The First Time", Frank has also increased production considerably by eliminating the slow sorting into compatible groupings of shank diameters, and the necessity of measuring each piece before removing it from the machine.

This is a versatile fixture and can be altered very simply for use on similar parts.

One Way or Another—

Our Palm Trees Will Survive

Our palm trees have been the subject for considerable discussion during the past several weeks due to the freeze last winter. They have been trimmed and topped more than once in order to breathe a spark of life back into them. After waiting patiently for several weeks, Dennis Peterson of our Drafting Department composed the following poem and submitted the sketch shown below.

Now, since our division paper has been named "The Palmist" by our employees, and the location of our plant has been identified many times by 'we work out where the palm trees grow', we can never be satisfied with only "ten pins."

During the past year we have received many thousands of dollars worth of free advertising, both nationally and internationally. One of our employees received a newspaper clipping from Denmark with a front page story and picture of our palm trees and plant. The corporate offices, due to the architecture and design of our buildings, feel that our palms should be replaced and so we will be receiving new palm trees in the near future.

The tree family of palms ranks second to the grass family in economic importance. There are more than 1500 different kinds of palms. Palms grow in the warmer parts of the world and they are most common in southeastern

Asia and in tropical America. Palms are an ancient group of plants. From Fossils we know that they were present in the age of the dinosaurs and formerly grew in nearly all parts of the world. Fossil palm leaves have been found even in Greenland. In the United States several species of palms can be grown successfully out of doors as far north as Oregon and on the coast of Virginia.

The following poem was submitted by Honora Dallas about our palm trees:

Our mighty palms were strong and stout

But our east winds they could do without.

You must admit their fight was fine
As they bravely stood in their long line.

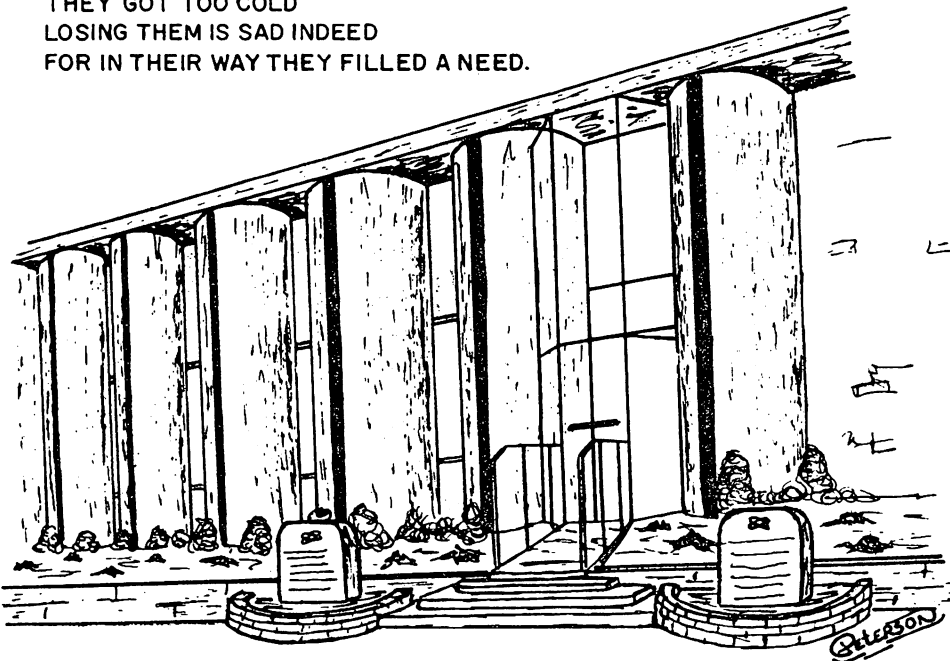
But ice and snow and winds that blow
Were much too much, is all we know.
But old ES will not be stopped
Our palms must grow, even though topped.

But, if by chance, they should refuse
From down south we received good news.

Do not despair or give up the fight
We'll plant new palms during some dark night.

No one will know or even guess
Because nothing will stop good old ES.

ONCE E.S. HAD PALM TREES HERE
NO LONGER WILL THEIR PRESENCE CHEER
JUST ONE YEAR OLD
THEY GOT TOO COLD
LOSING THEM IS SAD INDEED
FOR IN THEIR WAY THEY FILLED A NEED.



N3200M Vertical Gyro Earns Wings

The first firing of a production model of the Army's Roadrunner target missile May 17 resulted in a perfect test at speeds greater than March 1 and at a programmed altitude of 6,200 ft. The Roadrunner, the low-level version of the Redhead Roadrunner, used a Marquardt 16.5 in. ramjet engine during the cruise portion of the flight. Attitude control utilizes an ES Vertical Gyro, Model No. N3200M. The Roadrunner is designed and built by North American Aviation's Columbus Division.

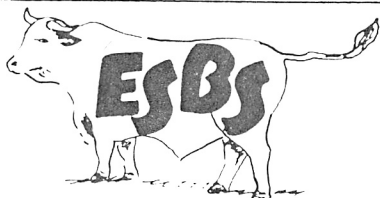
Mrs. Bill Boaz on Crazy Shopping Spree

Beverly Boaz, Bill's bride of 1 1/2 months, became one of those lucky winners we occasionally hear about last April 27. Ted Gambell, a representative of the Pepsi Cola Co. visited Bev. and Bill Tuesday night and announced that she had been chosen as one of the winners of their current local contest. Her prize was a 5 min. shopping spree at her favorite grocery store, Albertsons at 122nd and Halsey. They were allowed to visit the store Wednesday morning prior to the allotted time set for the prize. They both decided Bev. should raid the meat counter, being the best dollar value.

Everyone was so accommodating when they arrived. Bev. had worn high heel shoes to the store and upon seeing this the representative proceeded to buy her a pair of tennis shoes.

Get ready! Get set! Go! The butcher stood at the meat counter and refilled the steak and roast sections after every trip Bev. made. The channel 6 news photographers were on hand taking pictures for their 6:00 o'clock news program. The bystanders were all cheering her on, including Bill! Seeing the clock tick away, with only 20 seconds left, she looked around for a quick grab and spotted the stereo record display and in two arm loads came away with \$80 worth of records. All total, she received \$546 worth of groceries, and 5 six packs of Pepsi, of course.

Wouldn't this be fun gals, especially when the representative makes out a check for the full amount? All in all, I would say she did very well. Congratulations! It's probably the only shopping spree she will ever go on when her husband will greet her with "Why didn't you get more?"



Several times in the past this column has carried items somewhat derogatory in nature, and this is not coincidence. It is intentional. This column was originated for the purpose of presenting personal glimpses of the "other side" of our characters; a place to present bouquets, and an opportunity to use the needle to deflate an ego.

Whenever we have thrust a personal barb we have named the target. We do not believe in innuendo, and we apologize to all who have read into a general jest - a personal insult. We want this column to be a forum for good natured ribbing, and for throwing the spotlight of publicity on achievements that would otherwise go unnoticed.

We have no desire to appear petty, nor to be accused of backbiting; and shall endeavor to screen our items more carefully in the future.

By way of bouquets, the first one this month goes to all the production workers in recognition of the 4 1/2% reduction in scrap loss this past month. Congratulations on a fine effort!

It is interesting to note that this downward trend followed closely on the heels of the inauguration of our P.I.P. campaign in the Zero Defects program. I'm betting that it will continue.

Now that I am out on the limb, gang, please don't let me down!

The fellows in the Tool Room and the Model Shop have been compelled by the "Law of Self Preservation" to unite and decree a "Down With Jack!" month.

Their first rebuttal is depicted below:



Jack Rothweiler, the author of a well known column in this paper, also has an aspiration of becoming an actor. Here he is pictured playing his favorite character, "Rat-Fink Dillon."

MODEL SHOP NEWS TOOL ROOM AND

By Jack Rothweiler

Rumor has it that Walt Manning has a new hobby but exact details are lacking. Some say that he is planning to grow rice in Lackamas Lake and others lean to the "water lily theory." One thing is known for sure and that is that he has been plowing the bottom of the lake. It would be hard to believe that he would row across the lake with the anchor out, so he must have been plowing.

There is a call out for surplus canary birds. Jim Howard has an overwhelming desire to taste some canaries. He has been heard to wonder if they "taste yellow". Who knows, someone may have a purple tasting canary bird and now has a chance to find out.

A certain party who was referred to here last month as the new "horse-power king" and "boat madman" was seriously misjudged. It has since been brought to our attention that said person (Russ Nicolay) is a perfect gentleman in the use of his boat, that he uses super-human control in the speed of his boat and that an apology is due him. We wish to further state that this retraction is due to NO pressure in the form of bodily harm or BLACK-MAIL. Horsepower Raetz is still supreme!

This Zero Defects Program can produce unlimited benefits - Do you realize that when we achieve perfection, inspectors will no longer be necessary? We always said they weren't here to stay. Inspectors past and present are a mean lot - I takes one to know one!

So, you thought you'd duck that problem If you looked the other way! Don't you know that it will be there Twice as big another day?

Problems have a way of coming At times most inopportune But, though awkward or convenient, None of us is found immune.

If we never have a problem How could we get strength to grow? For each one of us needs challenge Just to make the spirit glow.

Never run away from problems, They are friends if handled right. We dissolve them when we face them With intelligence - and fight!

Author Unknown



Employee of Month Emma Taylor

"Who's Emma Taylor?"

Why she's that girl in Gyro Assembly who has the Jantzen smile and sweet unruffled disposition.



"You still don't know her?"

She's the girl who never complains, works diligently, and has been faithfully at her E. S. post for over twelve years. She loves it. She's the one whom all the girls enjoy working with.

"Does she have any faults?"

Not that we could put our fingers on. We were tempted to call up her husband, Bill, and maybe find one little flaw somewhere, but that didn't seem sporting, since she and Bill do make an ideal happy twosome. They are "buddies" and love sharing their leisure hours.

"Does she have any hobbies?"

You bet! She loves to travel. The neighbors call Emma and Bill "The gypsies of 75th Street." She and Bill plan to visit South Dakota, their childhood home, this vacation. She loves fishing also, especially deep-sea fishing -- but, she admits, Bill does have to bait the hook. Her garden responds to her "TLC" (tender, loving, care), and Emma enjoys the fruit of her labors. She owns a loquacious parakeet, named Mickey, who provides them with humorous entertainment.

"Can she cook?"

She loves it! You should sink your teeth into her pies like mother baked.

"You still don't know her?"

Ask George Schroth, her boss, to point out his model worker -- he'll say, "You mean Emma Taylor?"

Walt Justice has been busy interviewing and hiring. Our present employment is over 400, which is the highest it has been since February 1961.

Archery Hunting Popular With Employees

SHADES OF GERONIMO, there are bow and arrow hunters in our midst!

Some of our fellow workers here at E.S. can testify to the fact that it takes a good deal of skill to stalk and take big game, such as elk, bear, and deer with the bow and arrow. They would also be quick to tell you of the thrill and challenge it is to endeavor to outwit these big game animals on their own terrain and actually bag one.

Two of our Q.C. Laboratory Engineers, Al Dickson and Ray Noregaard, have been hunting big game this way for a number of years. Allen Costley, who works in the Gyro Calibration Department, is also an ardent archery hunter and enthusiast. A former employee of our Company who was in Engineering, Alex Lessig, was another of our family here at E.S. who found a greater challenge and thrill in trying to fill his game tag with the bow and arrow than with a rifle. Alex got his buck with the bow last fall, while spending a week of his vacation hunting in the Mt. Hood area.

Our archery hunters would not have you believe they are exclusively bow hunters however, for they all hunt at times with the rifle. Ray Noregaard, of the Q.C. Lab, took a tremendous black bear with his rifle this past hunting season.

Two months ago, an archery hunting trip to the coast for elk turned into a small reunion of E.S. employees, as Al Dickson and Ray Noregaard, along with Ray's father ran into Allen Costley and another E.S. swing shift worker at Elderberry Inn bright and early one morning. Of course as hunters will, over a steaming cup of coffee, they all talked of the "big ones" that weren't going to get away. About 9:00 that morning, Al Dickson had the good fortune to bring down an elk that he and Ray had been stalking; and who should appear on the scene as the excitement was taking place but Nellie Zimmerman and her husband. They also

had driven down from Portland that very morning for a day of elk hunting.

With Ray taking movies, Al taking color slides, and Nellie taking color snapshots, the end of an exciting hunt was well documented. Then all "fell to" and skinned the elk, cut it up, and packed it out to the car. Al said he was glad of all the help, as a few months earlier he spent all of one day and part of the night in a downpour of rain, skinning, cutting up and packing out, piece by piece, two elk that he and his wife got while rifle hunting. Al and Ray felt however, that working so close to Nell Zimmerman with a skinning knife in her hand was hazardous enough almost to outweigh the blessing of having all that help dressing out the elk.

All our bow hunters are firm boosters of the sport of archery hunting, which has a good many bonuses that are perhaps unrealized until one steals quietly through the woods in search of the elusive quarry. Ray and Al have more than once seen forms of wildlife that than once seen over one hundred elk in one day of hunting with the bow, not to mention the other forms of wildlife that can be seen in their natural state, when they are not frightened into hiding by the noise of rifles and an abundance of hunters. Sounds good! C'mon Les -- better get the bow out and join the boys.



EDITOR'S NOTE:

Al Dickson is Vice President of an outdoorsmen's league in Portland, and recently asked Ray Noregaard to show two of his marvelous movie films of bow hunting trips for elk in the famous Eagle Cap Wilderness Area of eastern Oregon; also the films of his bear hunt last spring. It goes without saying the films were immensely enjoyed by all the men present.

